



Changing Lives

**ANNUAL REPORT**  
2025-2026

Strategy in Action





## Land Acknowledgment

Algonquin College campuses in Ottawa and Pembroke are located on the traditional unceded, and unsurrendered territory of the Anishinàbe Algonquin People. The Algonquin People have inhabited and cared for these lands since time immemorial. We take this time to express our gratitude and respect to them and to the land for all that it has provided and will continue to provide.

As a post-secondary institution, we acknowledge the harms done to Indigenous Peoples and are committed to learning from the past. We pledge to promote healing and resilience as we move forward in partnership with the Algonquin Nations, First Nations, Métis, and Inuit peoples in a spirit of reconciliation.

While we recognize that territorial acknowledgements are only one step in cultivating greater respect for and inclusion of Indigenous Peoples, we commit to accompanying these words with actions. We are dedicated to building a future and community that is better for all.

We pledge to continue exploring and making meaningful contributions to the Truth and Reconciliation Commission of Canada's Calls to Action.

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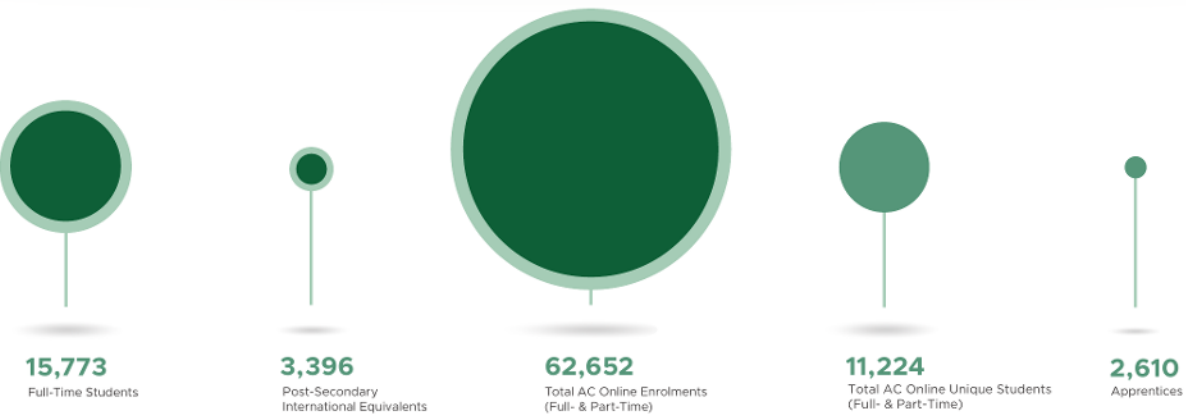
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# COLLEGE AT A GLANCE

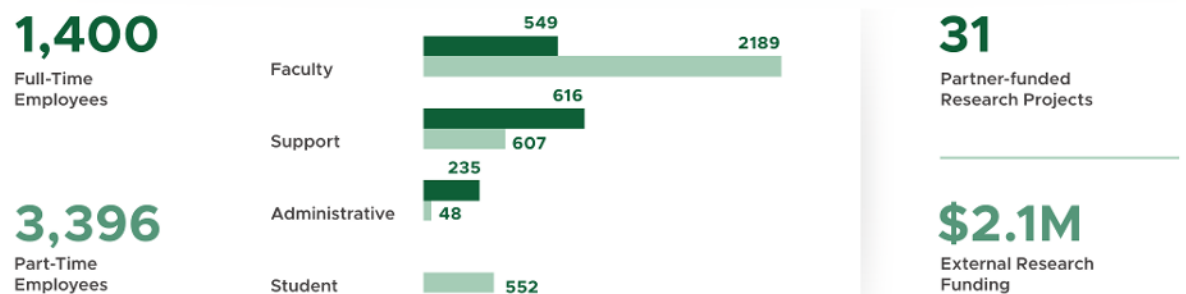
## PROGRAMS DELIVERY METHODS



## STUDENTS APPLIED RESEARCH



## PEOPLE APPLIED RESEARCH



### MISSION

To transform hopes and dreams into lifelong success.

### VISION

The premier destination for innovation through polytechnic leadership, driving prosperity and impact in the nation's capital and beyond.

### VALUES

#### Caring

We have a sincere and compassionate interest in the well-being of the individual.

#### Learning

We believe in the pursuit of knowledge, personal growth and development.

#### Integrity

We believe in trust, honesty and fairness in all relationships and transactions.

#### Respect

We value the dignity and uniqueness of the individual. We value equity and diversity in our community.



## Message from the President and CEO

This past year was one of significant change and progress for Algonquin College. As the post-secondary landscape continued to shift rapidly, we launched and began advancing our new Strategic Plan, Màmawe pinàshkàdà – “To journey, together.”

It provides clear direction during a period requiring thoughtful decisions and steady leadership, while reinforcing our focus on financial sustainability. Throughout the year, we saw this vision begin to take shape across our campuses through investment in new spaces, strengthened partnerships and continued enhancement in the learner experience.

A major milestone was the opening of Piwànak - the Algonquin Centre of Science and Innovation, a modern hub for hands-on, technology-enabled learning and interdisciplinary collaboration. We also strengthened partnerships with industry and community organizations across sectors such as skilled trades, health care, the defence sector and emerging technologies. These collaborations help ensure our programs remain aligned with workforce needs and prepare learners for careers that help power Ontario's economy.

We also reinforced areas of long-standing excellence, celebrating 50 years of nursing education and the accreditation of our Bachelor of Engineering (Automation and Robotics Engineering) program, while also advancing R3, our integrated digital transformation initiative to modernize the student information system and better support learners.

Together, these efforts reflect purposeful and strategic progress, ensuring Algonquin College continues to equip learners with the knowledge, skills and adaptability needed to thrive in a rapidly changing world.

Sincerely,

**Claude Brulé**  
President and CEO



## Message from the Chair, Board of Governors

It has been an honour to serve as chair of the Algonquin College Board of Governors during a year defined by renewal and continued pressure across the post-secondary sector. Throughout this period, the board remained focused on strong governance, responsible financial oversight and the long-term sustainability of Algonquin College.

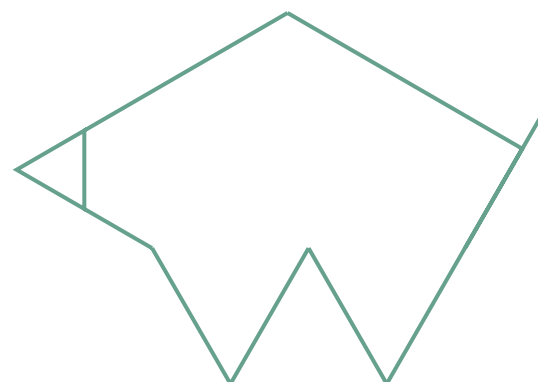
This year also brought meaningful transitions within our board. We welcomed new members whose experience will strengthen our work in the years ahead and expressed sincere appreciation to outgoing members whose leadership supported the College through significant change. It was also a year of transition in my own role, as I assumed the position of chair following the dedicated service of James McCracken. I am grateful for his stewardship and the strong foundation he provided.

A major focus for the board was supporting the development and launch of the 2025-2030 Strategic Plan, an ambitious roadmap that will guide governance decision-making and position the College to meet future challenges and opportunities with clarity and confidence. Another highlight was presenting the Changemaker Awards, which recognize students whose leadership, creativity and community impact reflect the values of Algonquin College.

I am deeply grateful to my fellow board members, the employees who support our governance work and President Claude Brulé and his senior team for their guidance. It is a privilege to serve as chair, and I look forward to continuing this important work together.

Sincerely,

**Rodney Wilson**  
Chair, Board of Governors



## Scorecard

METRIC	5-Year AVERAGE	2023-24 TARGET	2023-24 ACTUAL	2024-25 TARGET	2024-25 ACTUAL	2025-26 TARGET	2025-26 ACTUAL	SPONSOR
<b>GOAL 1: Provide flexible, personalized, and lifelong learner experiences.</b>								
Full-Time Enrolment: Domestic	34,067	33,747	33,552	34,478	34,590	35,880	35,244	Academic
Full-Time Enrolment: International	12,494	13,688	17,076	20,444	17,646	10,500	9,892	Academic
Full-Time Enrolment: Total	46,561	47,435	50,628	54,922	52,236	46,380	45,136	Academic
Learner Satisfaction	81.2%	78.4%	78.9%	79.1%	83.7%	79.3%	82.5%	Academic & Student Services
Graduation Rate	67.1%	67.3%	66.2%	66.6%	65.5%	65.5%	67.3%	Academic
Strategic Partnerships	7	7	7	8	8	8	8	Advancement & Strategy
Net Operating Revenue	6.4%	5.2%	9.9%	9.2%	9.0%	0.9%	5.7%	Finance & Administration
Return on Net Assets	7.0%	2.1%	20.0%	9.4%	10.9%	-5.5%	2.1%	Finance & Administration
<b>GOAL 2: Empower our people to foster a high-quality, learner-driven culture.</b>								
Quality Assurance Recommendations Completed	N/A	100%	100%	N/A	N/A	N/A	N/A	Academic
Employee Engagement Score	70.4%	69.0%	72.4%	N/A	N/A	68.5%	60.7%	Human Resources
<b>GOAL 3: Create an equitable, diverse, and inclusive work environment.</b>								
Departmental Support for Diversity	81.2%	81.5%	81.2%	N/A	N/A	82.0%	74.9%	Human Resources

N/A - Not measured in specific year.

Note: All enrollment numbers are annualized.

“  
Each of you has the power to be a force for good — in your profession, your community and the lives of those around you.”

Claude Brulé  
President and CEO



## Impact Stories

### AWARDS AND ACHIEVEMENTS

Each year, Algonquin College celebrates the remarkable accomplishments of its learners, employees and alumni who demonstrate a commitment to excellence and inspiring leadership. These awards and achievements recognize diligence and academic performance, as well as reflect the importance of providing opportunities and removing barriers to success.

#### New Donor-Funded Student Awards

- A new annual memorial fund was established in honour of long-time Pembroke Campus employee and former interim dean Jamie Bramburger. Jamie was a beloved community leader who inspired many, and the Jamie Bramburger Memorial Fund aims to support student success by addressing the needs of Algonquin College learners.
- The College expanded its aviation partnership with Porter Airlines in September, gaining increased support for the Aircraft Maintenance Technician program through a \$25,000 gift, which established the Porter Airlines Scholarship for Aircraft Maintenance Technicians and the Porter Airlines Award for Aircraft Maintenance Technicians. The initiatives support 10 second-year students annually. This development builds on the memorandum of understanding signed in May 2024 between Porter and the College.
- Thanks to a generous \$80,000 gift from the Walker Wood Foundation, the new Walker Wood Foundation Bursary provides \$2,000 to 10 Algonquin College learners each year. Eligible recipients are learners with demonstrated financial need enrolled in any program at the College.

“  
Amid a rapidly evolving  
post-secondary landscape,  
Algonquin College experienced  
a year of meaningful change  
and progress.”

Claude Brulé  
President and CEO



IMPACT STORIES

**Student Success**

- Community and Justice Services learners raised \$4,291 during the annual 24H Homelessness Initiative, bringing the 14-year fundraising total to more than \$65,000 in support of Operation Come Home. The 24-hour Initiative saw students spend a night on the street to raise awareness, seek donations and gain new insight into the lived experience of youth facing homelessness.
- Public Relations graduate Kathleen Ramsay received silver in the Leadership Excellence Award for Students category at the 2025 CIG Awards of Excellence. She was recognized for her academic excellence and leadership in the PR program's Audrey's Star fundraising campaign, which raised more than \$25,000 for Roger Neilson Children's Hospice.
- Presented by the Board of Governors, the Student Changemaker Award celebrates student-led initiatives in the bold pursuit of a better future. This year, five Community and Justice Services learners — Taylor Carnegie, Bree Jacques, Emily Lefebvre, Alyssa McCoshen and Markus Ptak — received the award for a 24-hour homelessness fundraiser, and one Aircraft Maintenance Technician learner, Brayden Krahn, received the award for the impromptu repair of a display aircraft at the Canadian Aviation and Space Museum.

**Employee Recognition**

The President's Star Award acknowledges employees who go above and beyond in their roles, demonstrating outstanding service, a commitment to excellence and the College's values of Caring, Learning, Integrity and Respect. Awardees were celebrated for their dedication, leadership and positive impact across the College. This year's recipients are Maggie Cusson, Katherine Root, Barry Seller, Shannon Murphy, Ahmed Waked, Mohamed Zeid, Angela Rintoul and Maureen Castella.

**Celebrating Employee Excellence**

The Annual Employee Awards were celebrated at the Ottawa Campus, where recipients and nominees were celebrated for their work and commitment to improve the experiences of learners and fellow employees.

**2025-2026 Award Recipients:**

**Administrative Staff Award**  
Izabela Buglar

**Deborah Rowan-Legg Service Excellence Award**  
Evgeniya Minakova

**Diane McCutcheon Lifetime Achievement Award**  
Rebecca Volk

**Dianne Bloor Part-time Faculty Award**  
Marisa Spicer

**Gerry A. Barker Leadership Award**  
Sandra Larwill

**Inclusion & Diversity Champion Award**  
Julita Palka

**Laurent Isabelle Teaching Excellence Award**  
Scott Fewer

**Part-time Support Staff Award**  
Liz Hagemeyer

**Support Staff Award**  
Sharon Rendle

**Team Staff Award**  
Total Compensation Project Team

**Philanthropy Champion Award**  
Tom Walsh and Rebecca Volk

**Alumni of Distinction Awards**

The 2025 Alumni of Distinction Awards honoured 10 outstanding alumni for their professional and community contributions, along with one employer partner recognized for empowering graduates. The awards celebrated these Algonquin College alumni and highlighted their ability to build community, foster relationships and leave a lasting legacy in their communities.

2025 Alumni of Distinction Award recipients:

**Alumna of the Year**  
Hannah Thibedeau, Broadcasting – Television

**Brian Fraser Recent Graduate Award**  
Marcie Lane, Social Service Worker

**Business Award**  
Riaz Sidi, Journalism – Print

**Changing Lives Award**  
Eric Agyemang, Business Administration – International Business

**Community Services Award**  
Sophia Jacob, Personal Support Worker

**Creative Arts and Design Award**  
Jamie Fine, Culinary Management

**Health Sciences Award**  
Denise Ouellette, Nursing

**Rena Bowen Volunteer of the Year Award**  
Guy Lepage, Journalism

**Science, Technology and Engineering Award**

Len Anderson, Business Administration

**Skilled Trades Award**

Johannes Ziebarth, Electrician – Construction and Maintenance

**Employer of the Year Award**

Kinaxis

**Convocation 2025**

Convocation is a meaningful tradition at Algonquin College — a time when family, friends, mentors and faculty gather to honour the dedication and perseverance of graduating students. The 2025 Spring Convocation season celebrated thousands of graduates across ceremonies held in Ottawa, Perth, Pembroke and online campuses.

**2025 Honorary Degree Recipients:**

**Pembroke Campus**

Jason Blaine, Canadian Country Music Artist

**Algonquin Centre for Construction Excellence**

Patrick Moore, Acclaimed Carpenter and Construction Manager

**School of Wellness, Public Safety and Community Studies**

Peter Tilley, CEO of The Ottawa Mission

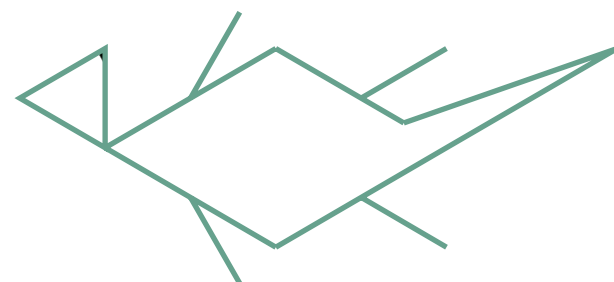
**Faculty of Arts, Media and Design**

Christina Tessier, President and CEO of Ingenium

**School of Health Studies**

Cameron Love, President and CEO of The Ottawa Hospital

Each year, **Algonquin College** celebrates the remarkable accomplishments of its learners, employees and alumni who demonstrate a commitment to excellence and inspiring leadership.



IMPACT STORIES

**2025 Labour Disruption**

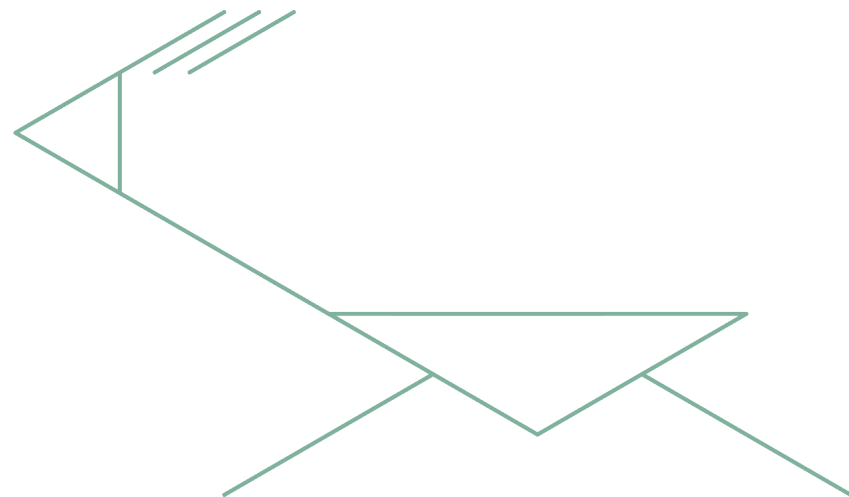
In the fall of 2025, Ontario Colleges experienced a five-week labour disruption involving OPSEU full-time support staff. During this period, Algonquin College maintained a focus on learner success, with employees across the institution continuing to support academic continuity and essential services.

A tentative agreement between OPSEU and the College Employer Council was reached on October 15, 2025, and the three-year agreement was ratified on November 4 following a vote by OPSEU membership.

**New Programs**

Algonquin College continues to update its programming to match the needs of industry partners and learners. The 2025-2026 academic year saw four new programs added to the College's offerings, with three more approved by the Ministry and expected to begin Fall 2026.

Program Title	Credential	Campus	Delivery Term
Bachelor of Child and Youth Care	Honours degree	Ottawa	Fall 2025
Game - Art	Ontario College Diploma	Ottawa	Fall 2025
Indigenous Studies	Ontario College Diploma	Ottawa	Fall 2025
Indigenous Studies Foundation - Inuit, Métis and First Nations	Ontario College Certificate	Ottawa	Fall 2025
Electrical Techniques	Ontario College Certificate	Ottawa, Pembroke	Fall 2026
Electronics and Embedded Systems Design	Ontario College Graduate Certificate	Ottawa	Fall 2026
Bachelor of Science in Nursing	Honours Degree	Ottawa, Pembroke	Fall 2026





At Algonquin College, innovation isn't just a goal — it's a measurable reality.

## Strategic Priorities and Progress

In 2025-2026, Algonquin College advanced a focused transformation agenda in a year marked by significant sector-wide disruption. Guided by a one-year Business Plan centred on stabilization and capability building, the College maintained progress on key modernization efforts while responding to a materially changed operating environment.

Work this year emphasized strengthening financial resilience, advancing core digital and academic infrastructure, deepening strategic partnerships, expanding applied learning capacity and reinforcing commitments to Truth and Reconciliation and to Inclusion, Diversity, Equity and Accessibility (IDEA).

Together, these efforts positioned the College to support the long-term sustainability of the institution and the success of its learners, employees and communities.

### Financial Stewardship and Resilience

Algonquin College continued its multi-year path toward financial sustainability while managing a planned deficit in response to sustained sector wide pressures. Ongoing tuition freezes, flat operating grants and changes to international student policy shaped a complex fiscal landscape, requiring disciplined stewardship and careful prioritization.

### Efficiency & Accountability Review

The College completed a system-funded Efficiency and Accountability Review, identifying opportunities to streamline operations and enhance financial sustainability. A board-approved implementation plan is being carried out, with outcomes informing the next business planning cycle.

### Responsible Investment

Strategic reserves were allocated to priority modernization projects, including the R3 Student Information System transformation and the completion of Piwànak — Algonquin Centre for Science and Innovation. These investments were aligned to long-term learner outcomes, program quality and institutional modernization.

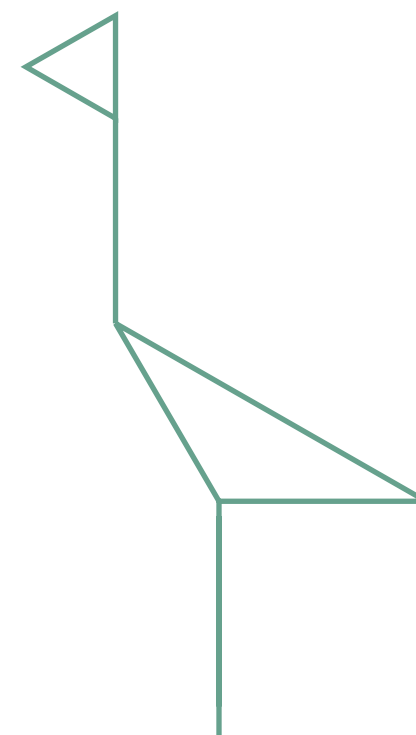
### Transparent Stewardship

The College's 2025-26 budget reflected a deliberate transition year, incorporating a planned deficit to protect academic quality while sustaining essential capital and digital transformation initiatives.

### R3: Student Information System Transformation

#### Advancing a Learner-Centred Digital Foundation

The College continued its multi year development of the R3 Student Information System, a foundational modernization initiative intended to transform recruitment, admissions, registration and learner management processes. This year, future business processes were documented, governance structures were strengthened and integrated systems testing advanced across multiple platforms.



STRATEGIC PRIORITIES AND PROGRESS

The project benefited from wide engagement across academic areas, including more than 150 employees participating through working groups and consultations, strengthening readiness for new digital processes.

Once implemented, R3 will provide applicants with clearer guidance, faster domestic admissions processing through improved provincial system integration and enhanced progress tracking for learners. The system will also modernize institutional data flows, improving security, resilience and the overall digital experience for both learners and employees.

**Strategic AI Enablement for Institutional Transformation**

Recognizing the potential of artificial intelligence to support teaching, learning and operations, the College progressed foundational work on the Strategic AI Enablement Initiative. An AI Framework and Roadmap were developed, informed by internal readiness assessment and external benchmarking. Early pilot use cases were prepared within enterprise platforms to identify opportunities for responsible, measurable adoption.

Additional AI-supported enhancements were deployed across enterprise solutions, including the use of AI-enabled chat tools to support international applicants and exploratory work in using AI to assist with assessment design and learning support.

AI enablement is intended to strengthen service quality, support productivity and expand learners' exposure to emerging technologies, reinforcing institutional priorities around digital capability and future ready skill development.

**Strengthening Industry and Community Partnerships**

The College expanded and deepened relationships with industry and community partners, with a focus on technology and health sectors central to regional labour market needs. Work advanced on both the technology and health industry engagement plans, supporting alignment between program development, applied learning and employer demand.

This year saw notable partnership achievements, including but not limited to:

- Accreditation of the Bachelor of Engineering (Automation and Robotics Engineering) by the Canadian Engineering Accreditation Board.
- Accreditation of the Bachelor of Science in Nursing (Honours) by the College of Nurses of Ontario.
- Expanded experiential learning opportunities with Nokia, including hands on Data Center Fabric training, industry recognized credentials, and facility based applied learning.
- A contribution of \$25,000 from Porter Airlines to advance the strategic partnership, creating 10 new annual awards and scholarships for aircraft maintenance students.
- A \$400,000 contribution from the Embark Student Foundation supporting the Social Innovation Lab and a new initiative focused on youth not in employment, education or training.
- Launch of the AWS supported AI Accelerator Hub, expanding applied research capacity and supporting industry partners exploring AI and cloud technology adoption.
- Launch of a new Real Estate Salesperson program, expanding access to regulated career pathways and positioning Algonquin College as one of only four post secondary institutions authorized to deliver real estate registration education in Ontario.
- A renewed commitment to gender equity through the Women in Tech and Trades initiative, supported by a multi-year investment from founding partner, the Leacross Foundation, and 12 other corporate partners.
- Recognition of more than 35 years of collaboration with Nunavut Sivuniksavut in supporting Inuit focused education pathways.
- Announcement of Canadian Armed Forces Cyber Command training program for CAF Cyber Operator candidates in partnership with Algonquin College.

These partnerships strengthened applied learning, community engagement and program relevance across the College.

**Strategic Workforce Planning Implementation Investing in People and Organizational Capability**

The College strengthened strategic workforce planning and organizational design through data-driven insights, ensuring stronger alignment between people, skills and institutional priorities. By embedding workforce planning into leadership decision-making, the College continues to build organizational resilience and long-term sustainability.

**Integrated Workforce Insights**

Workforce reporting capabilities were introduced, establishing a single, reliable source of workforce intelligence. This provides clearer visibility into complement size, turnover and retention trends, and enhances evidence-based workforce planning and forecasting.

**Organizational Design Enablement**

Organizational design capability was further strengthened through targeted people leader training, supported by a strategic playbook, practical implementation checklists and structured change management practices. Together, these efforts created a consistent and leader-enabled approach to talent decision-making across the College today.

**Science Labs — Piwànak: Algonquin Centre for Science and Innovation**

The Ottawa Campus science laboratories were completed and opened as Piwànak — Algonquin Centre for Science and Innovation, providing more than 20,000 square feet of modern laboratory space. The facility increases section capacity, supports new program development and enhances applied research opportunities in high demand science and technology fields.

Academic leaders identified the labs as a critical enabler for expanding biotechnology and medical sciences programming, and for hosting industry supported research activity within Ottawa's growing science and innovation ecosystem.

Named for the Anishinàbe Algonquin word for "flint," Piwànak symbolizes new beginnings and reflects the College's commitment to reconciliation and academic innovation.

**Strategic Review of the Applied Research Portfolio**

The College advanced a comprehensive review of its applied research portfolio to strengthen sustainability, alignment with its polytechnic identity and impact for learners and partners. A current state analysis and review of sector best practices informed the development of a new applied research model.

New partnerships and projects broadened the applied research landscape, including collaborations with DND on wearable technology research for first responders, innovative child care research with community organizations, and expanded work in simulation based design.

Building a future-ready institution means honouring the past while embedding reconciliation into the future.

STRATEGIC PRIORITIES AND PROGRESS

**Advancing Truth and Reconciliation**

The College continued to advance Truth and Reconciliation through a bundled, institution-wide approach in partnership with Indigenous communities and the Indigenous Education Council.

- Indigenous Program Offerings: Expanded Indigenous Studies programming increased opportunities for learning rooted in Indigenous histories, cultures and perspectives.
- Indigenous Education Council Action Plan: The 2026–2028 Action Plan was approved.
- Inclusive Recruitment: A new Indigenous employee recruitment strategy was developed to enhance representation and strengthen pathways for Indigenous applicants.
- Faculty Development: Expanded professional development supported faculty in embedding Indigenous knowledge and pedagogy into academic programs.

Academic teams also expanded Indigenous learning pathways through new planned articulation agreements with Carleton University and Trent University, strengthening long-term access to university studies for Indigenous learners.

**Championing Inclusion, Diversity, Equity and Accessibility**

In the final year of the 2023–26 Inclusion, Diversity, Equity and Accessibility (IDEA) Blueprint, the College delivered measurable progress in awareness, data-driven decision-making and inclusive practices.

More than 3,200 IDEA learning touchpoints strengthened shared accountability for inclusion. The Employment Equity Survey enhanced understanding of workforce representation and informed evidence based actions. The launch of Employee Affinity Groups further advanced connection and belonging across the College community, reinforcing an inclusive culture.

**IDEA Blueprint 2026–31**

The College developed the third iteration of the IDEA Blueprint (2026-31), informed through Global Diversity, Equity and Inclusion Benchmarks analysis, equity data and stakeholder engagement. The approved Blueprint sets clear priorities to strengthen accountability, advance accessibility and integrate inclusion and belonging.

**Policy and Process Review**

A review of targeted College policies was completed through an IDEA lens, supporting more inclusive, equitable and bias-aware operational practices.

**Inclusive Pathways**

Inclusive talent pathways advanced through strategy development and strengthened career development awareness for equity deserving groups, informed by workforce equity analysis and Affinity Group engagement.

**Looking Ahead**

As this transition year concludes, the College remains focused on disciplined execution of the Financial Sustainability Roadmap, advancing digital transformation, adopting AI responsibly and sustaining progress on Truth and Reconciliation and IDEA. With key foundational work completed and major modernization initiatives underway, Algonquin College is well positioned to continue serving learners and communities with quality, resilience and impact in the years ahead.



Director of Indigenous Initiatives Anita Tenasco and Makatew Workshops' Marc Forgette facilitated the College's recognition of National Indigenous Peoples Day, which included an educational medicine pouch workshop led by Forgette.



Guests tour the nursing labs at Ottawa Campus during the celebration of its 50th year of nursing education, an event which also featured a discussion panel of well-known healthcare leaders. Guests were invited into the labs and provided a firsthand look at how the College's nursing learners are taught.



Aircraft Maintenance Technician learner Brayden Krahn received the Student Changemaker Award for his impromptu repair of a display aircraft at the Canadian Aviation and Space Museum.



The 2024-2025 Employee Awards recipients and nominees were honoured in a celebration at the Ottawa Campus. Pictured is the the Total Compensation Project Team, recipients of the Team Staff Award.



The 2025 Alumni of Distinction Award recipients were warmly received at an event with their families, guests, faculty, employees and fellow alumni.



Algonquin College Launched the AI Accelerator Hub, a new initiative powered by Amazon Web Services Canada, to help local businesses and community organizations adopt cloud and artificial intelligence technologies. The Hub integrates the College's applied research programs with advanced cloud computing resources to boost productivity and innovation.



APPENDICES

## Financial Report

### YEAR ENDED MARCH 31, 2026

The audited Consolidated Financial Statements are made available on the College website at [algonquincollege.com/reports](http://algonquincollege.com/reports).

Revenue	
Grants and reimbursements	\$ 113,727
Student tuition fees	176,317
Contract educational services	39,336
Campus Services	35,575
Other	32,609
Amortization of deferred capital contributions	8,148
<b>TOTAL REVENUES</b>	<b>\$ 403,712</b>
Expenses	
Salaries and benefits	\$ 251,180
Building maintenance and utilities	22,561
Instructional supplies and equipment	8,033
Bursaries and other student aid	7,074
Interest	2,051
Amortization of capital assets	19,988
Amortization of long term prepaid - Students' Association	110
Campus Services	21,430
Contract services	30,168
Information technology, software and licenses	15,338
Other	22,299
<b>TOTAL EXPENSES</b>	<b>\$ 400,232</b>
(Deficiency) / Excess of revenue over expenses	3,480

Figures presented in '000s

## Board Members and Senior Management

Across Ontario, nominees are put forward to the Ministry of Colleges, Universities, Research Excellence and Security based on a skills matrix and assessment.

As of October 2010, in accordance with amendments to Ontario Regulation 34/03, one-third of the College's external members of the Board of Governors are to be appointed by the Lieutenant Governor in Council and two-thirds by the College board. Colleges forward requests to the Colleges Unit of the Ministry of Colleges, Universities, Research Excellence and Security (MCURES) with three nominees for each vacant position to be filled as an appointee. Across Ontario, nominees are put forward to MCURES based on a skills matrix and an assessment that includes qualifying interviews (which evaluate skills and willingness to serve, and review role expectations and responsibilities). Members of the public interested in serving on a College board may submit their names directly to the Public Appointment Secretariat or by contacting Ontario colleges directly for their consideration.

### BOARD OF GOVERNORS — SEPT. 1, 2025, TO AUG. 31, 2026

Name	Board Position(s)	First Elected	Maximum Term of Service
<b>Chair</b>			
Wilson, Rodney	Board Chair, Member of all Committees of the Board	Sept. 1, 2020	Aug. 31, 2026
<b>Vice Chair</b>			
Buckley, Tanya	Board Vice Chair, Chair, Audit & Risk Management Committee	Sept. 1, 2023	Aug. 31, 2029
<b>President</b>			
Brulé, Claude	President, Member of all Committees of the Board	Aug. 12, 2019	
<b>Committee Chairs</b>			
Berard, Gabrielle	Chair, Academic & Student Affairs Committee	Sept. 1, 2021	Aug. 31, 2027
Simpson, Heather	Chair, Governance Committee, Member, Audit & Risk Management Committee	Sept. 1, 2024	Aug. 31, 2027
<b>Committee Vice Chairs</b>			
Goodyear, Richard	Vice Chair, Audit & Risk Management Committee	Sept. 1, 2024	Aug. 31, 2027
Pollard, Anthony	Vice Chair, Governance Committee	Sept. 1, 2022	Aug. 31, 2028
Rudra, Bharat	Vice Chair, Academic & Student Affairs Committee	Sept. 1, 2023	Aug. 31, 2029

**BOARD OF GOVERNORS — SEPT. 1, 2025, TO AUG. 31, 2026 (CONT'D)**

Name	Board Positions	First Elected	Maximum Term of Service
<b>External Governors</b>			
Denis, Shaun	Member, Audit & Risk Management Committee	Sept. 29, 2022	Aug. 31, 2028
Dube, Tania	Indigenous Representative, Member, Academic & Student Affairs Committee	Sept. 1, 2024	Dec. 9, 2025
Fahmy, Jean-Charles	Member, Audit & Risk Management Committee	Oct. 28, 2025	Aug. 31, 2028
James, John	Member, Academic & Student Affairs Committee	Sept. 1, 2025	Aug. 31, 2028
Thurston, Madelaine	Member, Governance Committee	Oct. 16, 2025	Aug. 31, 2028
<b>Internal Governors</b>			
Fortey, Julia	Administrative Staff Representative, Member, Governance Committee	Feb. 5, 2024	Jan. 31, 2026
Ishimwe, Kevin	Student Representative, Member, Academic & Student Affairs Committee	Sept. 1, 2025	Jan. 18, 2026
Morris, Hunter	Support Staff Representative	Dec. 11, 2025	Aug. 31, 2026
Zahed, Mehdi	Academic Staff Representative, Member, Academic & Student Affairs Committee	Sept. 1, 2024	Aug. 31, 2027
Zeisner, Ted	Administrative Staff Representative, Member, Governance Committee	Feb. 1, 2026	Aug. 31, 2029

**EXECUTIVE TEAM — 2025-2026**

Name	Titles/Department
Brulé, Claude	President & Chief Executive Officer
Beauchamp, Julie	Senior Vice President, Academic
Choi, Kin	Vice President, Human Resources
Pearson, Krista	Vice President, Student Services
Perry, Grant	Vice President, Finance and Administration
Savenkoff, Mark	Vice President, Advancement and Strategy
McDougall, Tracy	Director, President's Office & Communications

**LEADERSHIP TEAM — 2025-2026**

Name	Titles/Department
<b>President</b>	
Brulé, Claude	President and Chief Executive Officer
<b>Senior Vice President</b>	
Beauchamp, Julie	Academic
<b>Vice Presidents</b>	
Choi, Kin	Human Resources
Pearson, Krista	Student Services
Perry, Grant	Finance and Administration
Savenkoff, Mark	Advancement and Strategy
<b>Chief Officers</b>	
Do, Yen	Information Technology Services (Acting)
Pollock, Lois	R3 Project Executive Lead
Woods, Emily	Finance
<b>Registrar</b>	
Marsden, Krista	Registrar
<b>Executive Directors</b>	
Gauthier, Sarah	Academic Operations and Planning
Safi, Pouya	Online and Professional Training
Southwood, Ryan	Facilities Management
<b>Directors</b>	
Bouchard, Alicia	Labour Relations
Bridgstock, Ben	Student Support Services
Brownlee, Brent	Campus Services
Gardner, Paul	Risk Management
Grammatikakis, Mary	Experiential Learning and Entrepreneurship (ELE)
Greco, Nadia	Advancement Services

**LEADERSHIP TEAM — 2025-2026 (CONT'D)**

Name	Titles/Department
<b>Directors (cont'd)</b>	
Kinnunen, Teri	Financial Planning
Lowrey, Mara	Financial Sustainability
McDonell, Alanna	Marketing and Recruitment
McDougall, Tracy	President's Office and Communications
Mulvey, Ernest	International Education Centre
Seguin, Mistalyn	Philanthropy
Sisto, Anika	Strategy and Planning
Soltis, David	People and Culture
Tenasco, Anita	Indigenous Initiatives
Zinck, Ian	Applied Research
<b>Deans</b>	
Brancatelli, Sandra	School of Advanced Technology
Cusson, Maggie	Academic Development
Haskins, Cory	School of Business and Hospitality
Rintoul, Angela	Pembroke Campus
Root, Katherine	Algonquin Centre for Construction Excellence (ACCE)
Ryall, Heather	School of Arts, Media and Design
Stitt-Cavanagh, Erin	School of Health Studies
Trakalo, Jane	School of Wellness, Public Safety and Community Studies

**CHAIRS COUNCIL MEMBERSHIP — 2025-2026**

Name	Titles/Department	School/Faculty
<b>Chairs</b>		
Beauchamp, Julie	Senior Vice President, Academic	SVPAO
<b>Co-Chairs</b>		
Hodds, Lorraine	Academic Chair, Electrical, Building Science & Horticulture	Centre for Construction Excellence (ACCE)
Piersma, Shirley	Chair, Media Studies	Faculty of Arts, Media & Design
<b>Members</b>		
Norris, Tracy	Chair, General Arts and Science and Indigenous Education Programs	Faculty of Arts, Media & Design
Sharma, Abhay	Chair, Design Studies	Faculty of Arts, Media & Design
Summers, Jason	Associate Chair	Faculty of Arts, Media & Design
Moore, Matt	Chair, Hospitality and Tourism	School of Business & Hospitality
Surman, Kerry	Chair, Operations Management	School of Business & Hospitality
Upson Ferris, Heidi	Chair, Business Administration	School of Business & Hospitality
Wu, Sandra	Chair, Financial Accounting & Legal Studies	School of Business & Hospitality
Atchison, Robbie	Associate Chair, Students	Centre for Construction Excellence (ACCE)
Barr, Shaun	Chair, Apprenticeship Training, Automotive and Mechanical Trades; AC Heritage Institute	Centre for Construction Excellence (ACCE)
Foster, Wade	Chair, Architecture, Civil and Construction	Centre for Construction Excellence (ACCE)

**CHAIRS COUNCIL MEMBERSHIP — 2025-2026 (CONT'D)**

Name	Titles/Department	School/Faculty
<b>Members (cont'd)</b>		
Gamble, Natalie	Chair, Wellness and Innovation	School of Wellness, Public Safety & Community Studies
Germain, Dominique	Chair, Police and Public Safety Institute	School of Wellness, Public Safety & Community Studies
Walsh, Rodney	Chair, Community Studies	School of Wellness, Public Safety & Community Studies
Budd, Trina	Chair, Health Foundations	School of Health Studies
Capstick, Gary	Chair, Allied Health	School of Health Studies
Fuentes Alvarenga, Amilcar (acting)	Associate Chair	School of Health Studies
Murray, Mary Ann	Chair, Nursing Studies	School of Health Studies
Neadow, Matthew	Chair, Business, Technology and Outdoor Training	Pembroke Campus
Osmond, Michelle	Chair, Health & Community Studies	Pembroke Campus
Carrasco Bardales, Alberto	Associate Chair (OTFT)	School of Advanced Technology
Dallas, John	Chair, ICT — Security Systems & Networking	School of Advanced Technology
Dixon, Renay	Associate Chair, Student Affairs	School of Advanced Technology
Lexmond, Jennifer	Chair, Information and Communications Technology	School of Advanced Technology
Mangan, Brian	Chair, Mechanical & Transportation Technology	School of Advanced Technology
Shane, Adam	Chair, Applied Science & Environmental Technology	School of Advanced Technology
DeVries, Jessica	Chair, Academic Development	Academic Development
Kraska, Micheline	Chair, Program Quality & Renewal	Academic Development
White, Jody	Academic Manager, Curriculum Planning and Implementation	Academic Development
Barrie, Julie	Academic Manager Tech & Trades and Police & Public Safety	AC Online
Brown, Jessica	Academic Manager, Health & Community Studies	AC Online
Horvath, Gail	Academic Manager, Business and Media & Design	AC Online
Wood, Steve	Academic Manager, International Partnership	International Education Centre
Leger, André	Chair	Learning and Teaching Services

**Advertising and Marketing Complaints Received**

**Good Standing**

For the period April 1, 2025, to March 31, 2026, as specified in the Minister’s Binding Policy Directive on the Framework for Programs of Instruction, which sets out college program advertising and marketing guidelines, Algonquin College has received no complaints from its students regarding advertising and marketing of College programs.

Natures of Complaint	Data Received	How Received or Addressed	Date Resolution Communicated to Student	Working Days to Resolve
NIL	NIL	NIL	NIL	NIL

**Compliance**

The President’s Office and Communications departments ensure the community is aware of events and announcements through media relations, internal communications and advocacy with government representatives. The departments promote corporate and employee events that are often open to employees, students, businesses and community stakeholders, including opening new buildings, keynote speakers, executive town halls, coffee breaks, breakfasts and barbecues. Students receive communications over email and announcements posted to the Algonquin College Student Information System or the Learning Management System. The department coordinates the production of corporate documents to meet provincial government guidelines, including the Ministry of Colleges and Universities, College of Applied Arts and Technology Policy Framework, Governance and Accountability Operating Procedure for the Annual Report.

The College Marketing and Student Recruitment department actively builds the Algonquin College brand. The department generates and qualifies leads with traditional print and outdoor advertising and the latest digital technologies. The Recruitment department keeps close ties with contacts across regional secondary schools and community groups, holding open houses, off-site presentations, on-campus visits, tours and actively outbound calling those expressing interest in Algonquin College.

In compliance with the Responsibilities of the Board (BGI-01, 2-5), the Algonquin College Board of Governors agrees that the College communications with students, business, community stakeholders and the Ontario provincial government have been ongoing and effective through 2025-2026. The Board of Governors also agrees that the College has operated in accordance with legal and regulatory requirements through the 2025-2026 fiscal year in compliance with the Responsibilities of the Board (BGI-01, 2-6).

In compliance with the Responsibilities of the Board (BGI-01, 2-5), the Algonquin College Board of Governors agrees that the College communications with students, business, community stakeholders and the Ontario provincial government have been ongoing and effective through 2023-24. The Board of Governors also agrees that the College has operated in accordance with legal and regulatory requirements through the 2023-24 fiscal year in compliance with the Responsibilities of the Board (BGI-01, 2-6).

## College Academic Council Report

### Providing a means for College students and employees to offer advice to the College president.

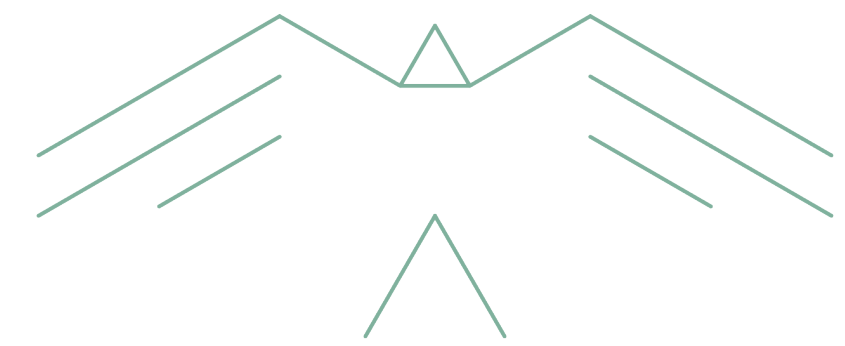
The Ministry of Colleges and Universities requires the Algonquin College Board of Governors to establish an advisory College council, known as the College Academic Council. The College Academic Council provides a means for College students and staff to offer advice to the College President on matters they deem important to their constituents. The College Board of Governors ensures that the structure, composition, terms of reference and procedures for the council are established by law. The College Academic Council Report 2025-2026 will constitute part of the public record, and as such, with governance approval, will be made available in full on the College website at [algonquincollege.com/reports](http://algonquincollege.com/reports).

### COLLEGE ACADEMIC COUNCIL MEMBERSHIP — 2025-2026

Name	Titles/Department	First Elected	Maximum Term of Service
<b>Chair</b>			
Doré, Christopher	Academic, School of Business and Hospitality	October 2024	September 2026
<b>Academic Staff</b>			
Hill, Kenneth	Algonquin Centre for Construction Excellence	September 2022	August 2026
McHugh, Laura	School of Advanced Technology	September 2024	August 2026
Waller, James	School of Business and Hospitality	September 2025	August 2027
Boudreault, Louise	School of Health Studies	September 2025	August 2027
Hall, Michele	Faculty of Arts, Media and Design	September 2025	August 2027
Yamada, Adele	Indigenous Studies/Academic Access Center/Language Studies	September 2025	August 2027
Roots, Lisa	School of Wellness, Public Safety & Community Studies (Public Safety)	September 2021	August 2027
Melmoth, Chris	Algonquin College in the Ottawa Valley (Pembroke Campus)	September 2025	August 2027
Muldoon, John	Counsellors	September 2024	August 2026
Mahoney, Brenda	Librarians	January 2023	August 2027
<b>Support Staff</b>			
Chapman, Cinds	ITS Project Management Coordinator	October 2024	August 2026

### COLLEGE ACADEMIC COUNCIL MEMBERSHIP — 2025-2026 (CONT'D)

Name	Titles/Department	First Elected	Maximum Term of Service
<b>Students</b>			
Sharma, Vanshika	President, Algonquin Students' Association	May 2025	April 2026
Jardine, Kylie	Director, Students' Association	May 2025	April 2026
Lutes, Ethan	Vice-President, Algonquin Students' Association	September 2025	April 2026
<b>Learning and Teaching Services</b>			
Leger, André	Learning and Teaching Services	October 2024	August 2026
<b>Dean</b>			
Rintoul, Angela	Pembroke Campus	September 2025	October 2027
<b>Academic Chair</b>			
Germain, Dominique	Police & Public Safety Institute	October 2024	August 2026
<b>Ex Officio Members</b>			
Beauchamp, Julie	Senior Vice President, Academic	October 2024	N/A
Pearson, Krista	Vice President, Student Services	October 2024	N/A
Marsden, Krista	Registrar	N/A	N/A
Brown, Jessica	AC Online Representative	N/A	N/A
Grammatikakis, Mary	Director, Experiential Learning & Entrepreneurship	N/A	N/A



## Key Performance Indicators Performance Report

The provincial government requires all publicly-funded Ontario colleges to gather and report on key performance indicators (KPIs). Colleges use a common methodology to administer the surveys, gather data and calculate the results. Colleges Ontario publishes the results publicly online for the Ministry of Colleges, Universities, Research Excellence and Security (MCURES).

At the time of publication of this report, the KPIs for 2023-24 had not yet been made available to the public. Algonquin College KPI performance results are made available through the Colleges Ontario website, <https://www.collegesontario.org/en/resources?category=kpi>.

“  
**Algonquin College** programs are designed to **equip learners** with the **knowledge, skills** and **adaptability** needed to **thrive** in a **rapidly changing world.**”

Claude Brulé  
 President and CEO

## Strategic Mandate Agreement Report-back

### Strategic Mandate Agreement

Strategic Mandate Agreements (SMA) are bilateral agreements between the Ministry of Colleges, Universities, Research Excellence and Security (MCURES) and the province's publicly assisted colleges and universities. SMAs are a key component of the Ontario government's accountability framework for the post-secondary education system. The 2025-2030 Strategic Mandate Agreement (SMA4) covers the fiscal period from April 1, 2025 to March 31, 2030.

The SMA between MCURES and Algonquin College outlines how the College supports the Ontario government's priority areas, and how it is dedicated to providing exceptional learner-driven experiences, building on its strong reputation of polytechnic education, academic excellence, and strategic community engagement. We continue to embrace and leverage emerging technologies and partnerships to achieve our key objectives. Our primary mission remains to help Algonquin College learners transform their hopes and dreams into lifelong success, equipping them with the relevant skills to thrive in the ever-evolving job market.

### ALGONQUIN COLLEGE PRIORITY AREAS

#### Skills and Jobs Outcomes

This priority area measures the College's role in supporting student and graduate outcomes, as well as alignment with Ontario's economy. Metrics focus on students' preparation with the skills essential for employment, access to experiential learning opportunities, graduation outcomes, and positive labour market outcomes for graduates through the following performance indicators:

- Graduate Employment Rate in a Related Field
- Graduation Rate
- Graduate Employment Earnings
- Experiential Learning

#### Economic & Community Impact

This priority area measures the College's role in supporting Ontario's economy. Metrics focus on institutional commitment to areas of strength and specialization, the positive economic impact of students to local communities, and the differentiated ways institutions demonstrate investment and innovation through the following performance indicators:

- Community/Local Impact of Student Enrolment
- Institutional Strength/Focus
- Investment and Innovation Related
- Graduates in Skilled Trades (Institution-specific)

